

## WOMEN PRESENCE IN BOARD OF DIRECTORS AND KEY EXECUTIVE POSITIONS IN LISTED ENTITIES

### Summary Chart

	Total Women		2017					
			Ibex 35		> €500 M.		< €500 M.	
	Number	% total	Number	% total	Number	% total	Number	% total
<b>Total Women Board Members</b>	<b>258</b>	<b>18,9%</b>	<b>103</b>	<b>22,8%</b>	<b>81</b>	<b>18,4%</b>	<b>74</b>	<b>15,6%</b>
Propietary	72	15,7%	19	16,5%	30	17,7%	23	13,2%
Executive	10	4,5%	3	4,2%	2	2,8%	5	6,4%
Independent	163	28,1%	77	33,9%	46	27,5%	40	21,4%
Other external directors	13	12,2%	4	10,3%	3	9,4%	6	16,7%
<b>Key executive women (excluded executive board members)</b>	<b>156</b>	<b>14,8%</b>	<b>62</b>	<b>14,3%</b>	<b>60</b>	<b>16,9%</b>	<b>34</b>	<b>12,9%</b>

#### Note:

This publication has been updated on October 23rd., 2018, as a result of adjusting the percentages in each category of women board members in some listed companies. These companies provided those data over the total members of the board instead of over the total number of members in each category.

# **Companies Ibex 35**

**WOMEN PRESENCE IN THE BOARD OF DIRECTORS AND KEY EXECUTIVE POSITIONS IN LISTED ENTITIES**

Companies Ibxex 35

Year 2017

Name	Total board members	Number of women board members	% women board members	Total number of executive board members	Number of women executive board members	% women over total executive board members	Total number of proprietary board members	Number of women proprietary board members	% women over total proprietary board members	Total number of independent board members	Number of women independent board members	% women over total independent board members	Total number of other external board members	Number of women other external board members	% women over total other external board members	Number of key executives no members of the board	Number of women key executives no members of the board	% total women key executives no members of the board
ABERTIS INFRAESTRUCTURAS, S.A.	15	6	40,00%	1	0	0,00%	5	2	40,00%	9	4	44,44%	0	0	0,00%	13	2	15,38%
ACCIONA, S.A.	11	3	27,27%	2	0	0,00%	2	0	0,00%	7	3	42,86%	0	0	0,00%	35	4	11,43%
ACERINOX, S.A.	15	4	26,67%	1	0	0,00%	6	0	0,00%	8	4	50,00%	0	0	0,00%	4	0	0,00%
ACS, ACTIVIDADES DE CONSTRUCCION Y SERVICIOS, S.A.	18	3	16,67%	5	0	0,00%	4	1	25,00%	5	2	40,00%	4	0	0,00%	49	3	6,12%
AENA, S.M.E., S.A.	15	4	26,67%	1	0	0,00%	8	4	50,00%	6	0	0,00%	0	0	0,00%	8	2	25,00%
AMADEUS IT GROUP, S.A.	11	2	18,18%	1	0	0,00%	0	0	0,00%	7	2	28,57%	3	0	0,00%	14	3	21,43%
BANCO BILBAO VIZCAYA ARGENTARIA, S.A.	13	3	23,08%	3	0	0,00%	0	0	0,00%	6	2	33,33%	4	1	25,00%	15	1	6,67%
BANCO DE SABADELL, S.A.	15	2	13,33%	3	0	0,00%	1	0	0,00%	10	2	20,00%	1	0	0,00%	9	2	22,22%
BANCO SANTANDER, S.A.	14	5	35,71%	3	1	33,33%	0	0	0,00%	8	4	50,00%	3	0	0,00%	20	3	15,00%
BANKIA, S.A.	10	1	10,00%	3	0	0,00%	0	0	0,00%	7	1	14,29%	0	0	0,00%	5	1	20,00%
BANKINTER, S.A.	10	3	30,00%	2	1	50,00%	2	0	0,00%	5	2	40,00%	1	0	0,00%	8	3	37,50%
CAIXABANK, S.A.	18	5	27,78%	2	0	0,00%	7	2	28,57%	9	3	33,33%	0	0	0,00%	11	2	18,18%
CELLNEX TELECOM, S.A.	10	1	10,00%	1	0	0,00%	4	0	0,00%	5	1	20,00%	0	0	0,00%	9	1	11,11%
DISTRIBUIDORA INTERNACIONAL DE ALIMENTACION, S.A.	10	3	30,00%	1	0	0,00%	0	0	0,00%	6	2	33,33%	3	1	33,33%	8	1	12,50%
ENAGAS, S.A.	13	3	23,08%	2	0	0,00%	2	0	0,00%	7	3	42,86%	2	0	0,00%	10	2	20,00%
ENDESA, S.A.	11	2	18,18%	2	0	0,00%	4	1	25,00%	5	1	20,00%	0	0	0,00%	17	1	5,88%
FERROVIAL, S.A.	12	2	16,67%	2	0	0,00%	2	1	50,00%	5	1	20,00%	3	0	0,00%	12	2	16,67%
GRIFOLS, S.A.	13	4	30,77%	1	0	0,00%	10	0	0,00%	6	4	66,67%	0	0	0,00%	14	1	7,14%
IBERDROLA, S.A.	14	5	35,71%	3	0	0,00%	1	0	0,00%	7	5	71,43%	2	0	0,00%	5	1	20,00%
INDRA SISTEMAS, S.A.	13	3	23,08%	2	1	50,00%	0	0	0,00%	10	2	20,00%	2	0	0,00%	15	2	13,33%
INDUSTRIA DE DISEÑO TEXTIL, S.A.	9	2	22,22%	2	0	0,00%	4	1	25,00%	7	1	14,29%	0	0	0,00%	21	4	19,05%
INMOBILIARIA COLONIAL, SOCIMI, S.A.	10	1	10,00%	1	0	0,00%	3	0	0,00%	4	1	25,00%	1	0	0,00%	4	2	50,00%
INTERNATIONAL CONSOLIDATED AIRLINES GROUP, S.A.	11	2	18,18%	2	0	0,00%	4	0	0,00%	4	2	50,00%	0	0	0,00%	10	2	20,00%
MAPFRE, S.A.	15	4	26,67%	2	0	0,00%	0	0	0,00%	8	4	50,00%	1	0	0,00%	5	1	20,00%
MEDIASET ESPAÑA COMUNICACION, S.A.	13	3	23,08%	5	0	0,00%	4	0	0,00%	6	3	50,00%	0	0	0,00%	22	3	13,64%
MELIA HOTELS INTERNATIONAL S.A.	11	2	18,18%	3	0	0,00%	5	1	20,00%	4	1	25,00%	1	0	0,00%	5	1	20,00%
MERLIN PROPERTIES, SOCIMI, S.A.	12	4	33,33%	1	0	0,00%	4	1	25,00%	5	3	60,00%	1	0	0,00%	6	0	0,00%
NATURGY ENERGY GROUP, S.A.	17	3	17,65%	2	0	0,00%	2	0	0,00%	8	3	37,50%	0	0	0,00%	11	1	9,09%
RED ELECTRICA CORPORACION, S.A.	12	4	33,33%	1	0	0,00%	3	1	33,33%	7	3	42,86%	1	0	0,00%	2	1	50,00%
REPSOL, S.A.	16	2	12,50%	2	0	0,00%	5	0	0,00%	8	2	25,00%	1	0	0,00%	11	3	27,27%
SACYR, S.A.	14	1	7,14%	1	0	0,00%	9	0	0,00%	3	1	33,33%	1	0	0,00%	11	1	9,09%
SIEMENS GAMESA RENEWABLE ENERGY, S.A.	12	6	50,00%	2	0	0,00%	6	4	66,67%	4	2	50,00%	0	0	0,00%	7	0	0,00%
TECNICAS REUNIDAS, S.A.	13	1	7,69%	2	0	0,00%	2	0	0,00%	8	1	12,50%	1	0	0,00%	12	2	16,67%
TELEFONICA, S.A.	16	3	18,75%	2	0	0,00%	4	0	0,00%	9	2	22,22%	1	1	100,00%	5	1	20,00%
VISCOFAN, S.A.	10	1	10,00%	2	0	0,00%	2	0	0,00%	4	0	0,00%	2	1	50,00%	21	3	14,29%
<b>TOTAL</b>	<b>452</b>	<b>103</b>	<b>22,79%</b>	<b>71</b>	<b>3</b>	<b>4,23%</b>	<b>115</b>	<b>19</b>	<b>16,52%</b>	<b>227</b>	<b>77</b>	<b>33,92%</b>	<b>39</b>	<b>4</b>	<b>10,26%</b>	<b>434</b>	<b>62</b>	<b>14,29%</b>

**Companies with market capitalisation  
above €500 million**

**WOMEN PRESENCE IN THE BOARD OF DIRECTORS AND KEY EXECUTIVE POSITIONS IN LISTED ENTITIES**

Companies with market capitalisation above €500 million

Year 2017

Name	Total board members	Number of women board members	% women board members	Total number of executive board members	Number of women executive board members	% women over total executive board members	Total number of proprietary board members	Number of women proprietary board members	% women over total proprietary board members	Total number of independent board members	Number of women independent board members	% women over total independent board members	Total number of other external board members	Number of women other external board members	% women over total other external board members	Number of key executives no members of the board	Number of women key executives no members of the board	% total women key executives no members of the board
AEDAS HOMES, S.A.	9	1	11,11%	1	0	0,00%	3	0	0,00%	5	1	20,00%	0	0	0,00%	9	3	33,33%
ALANTRA PARTNERS, S.A.	9	1	11,11%	1	0	0,00%	3	0	0,00%	3	1	33,33%	2	0	0,00%	5	1	20,00%
ALMIRALL, S.A.	11	2	18,18%	1	0	0,00%	4	0	0,00%	6	2	33,33%	0	0	0,00%	7	1	14,29%
APPLUS SERVICES, S.A.	9	1	11,11%	1	0	0,00%	1	0	0,00%	7	1	14,29%	0	0	0,00%	19	3	15,79%
ATRESMEDIA CORPORACION DE MEDIOS DE COMUNICACION, S.A.	13	4	30,77%	2	0	0,00%	6	0	0,00%	4	4	100,00%	1	0	0,00%	10	1	10,00%
AXIARE PATRIMONIO SOCIMI, S.A.	5	0	0,00%	1	0	0,00%	0	0	0,00%	4	0	0,00%	0	0	0,00%	0	0	0,00%
BOL SAS Y MERCADOS ESPAÑOLES, SDAD HOLDING DE MDOS Y STMAS FINANCIERAS	12	2	16,67%	3	0	0,00%	2	0	0,00%	6	2	33,33%	1	0	0,00%	9	2	22,22%
CEMENTOS MOLINS, S.A.	13	4	30,77%	1	0	0,00%	8	2	25,00%	3	2	66,67%	1	0	0,00%	10	1	10,00%
CIE AUTOMOTIVE, S.A.	13	2	15,38%	3	0	0,00%	8	2	25,00%	2	0	0,00%	0	0	0,00%	11	3	27,27%
COMPANIA DE DISTRIBUCION INTEGRAL LOGISTA HOLDINGS, S.A.	10	1	10,00%	2	0	0,00%	4	0	0,00%	4	1	25,00%	0	0	0,00%	12	2	16,67%
CONSTRUCCIONES Y AUXILIAR DE FERROCARRILES, S.A	10	3	30,00%	2	1	50,00%	1	0	0,00%	5	2	40,00%	2	0	0,00%	10	1	10,00%
CORPORACION FINANCIERA ALBA, S.A.	14	3	21,43%	5	0	0,00%	3	0	0,00%	6	3	50,00%	0	0	0,00%	5	0	0,00%
EBRO FOODS, S.A.	12	5	41,67%	2	0	0,00%	6	3	50,00%	4	2	50,00%	0	0	0,00%	10	3	30,00%
ELEC NOR, S.A.	14	1	7,14%	1	0	0,00%	10	0	0,00%	2	1	50,00%	1	0	0,00%	3	0	0,00%
ENCE ENERGIA Y CELULOSA, S.A.	13	1	7,69%	1	0	0,00%	5	0	0,00%	5	1	20,00%	2	0	0,00%	9	2	22,22%
EUSKALTEL, S.A.	12	3	25,00%	2	0	0,00%	4	1	25,00%	6	2	33,33%	0	0	0,00%	10	1	10,00%
FAES FARMA, S.A.	8	1	12,50%	1	0	0,00%	4	1	25,00%	2	0	0,00%	1	0	0,00%	17	4	23,53%
FLUIDRA, S.A.	9	1	11,11%	1	0	0,00%	4	1	25,00%	4	0	0,00%	0	0	0,00%	4	0	0,00%
FOMENTO DE CONSTRUCCIONES Y CONTRATAS, S.A.	15	4	26,67%	2	0	0,00%	10	4	40,00%	3	0	0,00%	0	0	0,00%	5	0	0,00%
GESTAMP AUTOMOCION, S.A.	12	1	8,33%	2	0	0,00%	3	0	0,00%	5	1	20,00%	2	0	0,00%	9	1	11,11%
GLOBAL DOMINION ACCESS, S.A.	12	2	16,67%	3	0	0,00%	5	1	20,00%	4	1	25,00%	0	0	0,00%	9	2	22,22%
GRUPO CATALANA OCCIDENTE, S.A.	16	1	6,25%	4	0	0,00%	10	1	10,00%	2	0	0,00%	0	0	0,00%	6	0	0,00%
HISPANIA ACTIVOS INMOBILIARIOS SOCIMI, S.A.	7	1	14,29%	0	0	0,00%	1	0	0,00%	4	0	0,00%	2	1	50,00%	0	0	0,00%
LABORATORIOS FARMACEUTICOS ROVI, S.A.	7	0	0,00%	3	0	0,00%	1	0	0,00%	3	0	0,00%	0	0	0,00%	13	5	38,46%
LAR ESPAÑA REAL ESTATE SOCIMI, S.A.	7	1	14,29%	0	0	0,00%	2	0	0,00%	5	1	20,00%	0	0	0,00%	4	1	25,00%
LIBERBANK, S.A.	13	3	23,08%	1	0	0,00%	7	1	14,29%	4	2	50,00%	1	0	0,00%	17	2	11,76%
MASMOVIL IBERCOM, S.A.	12	2	16,67%	1	0	0,00%	5	0	0,00%	4	1	25,00%	2	1	50,00%	12	0	0,00%
MIQUEL Y COSTAS & MIQUEL, S.A.	10	1	10,00%	3	0	0,00%	2	1	50,00%	3	0	0,00%	2	0	0,00%	7	1	14,29%
NEINOR HOMES, S.A.	7	1	14,29%	1	0	0,00%	2	0	0,00%	4	1	25,00%	0	0	0,00%	9	1	11,11%
NH HOTEL GROUP, S.A.	10	1	10,00%	1	0	0,00%	3	0	0,00%	6	1	16,67%	0	0	0,00%	7	2	28,57%
OBRASCON HUARTE LAIN, S.A.	12	3	25,00%	1	0	0,00%	6	1	16,67%	5	2	40,00%	0	0	0,00%	10	0	0,00%
PAPELES Y CARTONES DE EUROPA, S.A.	10	3	30,00%	3	0	0,00%	1	1	100,00%	3	2	66,67%	3	0	0,00%	3	2	66,67%
PARQUES REUNIDOS SERVICIOS CENTRALES, S.A.	6	0	0,00%	1	0	0,00%	2	0	0,00%	3	0	0,00%	0	0	0,00%	11	3	27,27%
PHARMA MAR, S.A.	9	2	22,22%	2	0	0,00%	2	1	50,00%	4	1	25,00%	1	0	0,00%	6	2	33,33%
PROSEGUR CASH, S.A.	9	3	33,33%	2	0	0,00%	3	1	33,33%	4	2	50,00%	0	0	0,00%	11	2	18,18%
PROSEGUR, COMPANIA DE SEGURIDAD, S.A.	8	2	25,00%	1	0	0,00%	2	2	100,00%	3	0	0,00%	2	0	0,00%	8	1	12,50%
REALIA BUSINESS, S.A.	7	4	57,14%	1	0	0,00%	4	2	50,00%	2	2	100,00%	0	0	0,00%	6	1	16,67%
SAETA YIELD, S.A.	8	1	12,50%	1	0	0,00%	4	1	25,00%	3	0	0,00%	0	0	0,00%	4	2	50,00%
TALGO, S.A.	13	1	7,69%	2	0	0,00%	4	0	0,00%	6	1	16,67%	1	0	0,00%	13	4	30,77%
UNICAJA BANCO, S.A.	13	3	23,08%	4	1	25,00%	3	0	0,00%	5	2	40,00%	1	0	0,00%	10	0	0,00%
VIDRALA, S.A.	10	3	30,00%	0	0	0,00%	5	1	20,00%	2	1	50,00%	3	1	33,33%	13	0	0,00%
ZARDOYA OTIS, S.A.	11	2	18,18%	1	0	0,00%	7	2	28,57%	2	0	0,00%	1	0	0,00%	3	0	0,00%
<b>TOTAL</b>	<b>440</b>	<b>81</b>	<b>18,41%</b>	<b>71</b>	<b>2</b>	<b>2,82%</b>	<b>170</b>	<b>30</b>	<b>17,65%</b>	<b>167</b>	<b>46</b>	<b>27,54%</b>	<b>32</b>	<b>3</b>	<b>9,38%</b>	<b>356</b>	<b>60</b>	<b>16,85%</b>

**Companies with market capitalisation  
below €500 million**

## WOMEN PRESENCE IN THE BOARD OF DIRECTORS AND KEY EXECUTIVE POSITIONS IN LISTED ENTITIES

Companies with market capitalisation below €500 million

Year 2017

Name	Total board members	Number of women board members	% women board members	Total number of executive board members	Number of women executive board members	% women over total executive board members	Total number of proprietary board members	Number of women proprietary board members	% women over total proprietary board members	Total number of independent board members	Number of women independent board members	% women over total independent board members	Total number of other external board members	Number of women other external board members	% women over total other external board members	Number of key executives no members of the board	Number of women key executives no members of the board	% total women key executives no members of the board
ABENGOA, S.A.	7	1	14,29%	1	0	0,00%	0	0	0,00%	6	1	16,67%	0	0	0,00%	5	0	0,00%
ADOLFO DOMINGUEZ, S.A.	7	3	42,86%	2	1	50,00%	1	1	100,00%	4	1	25,00%	0	0	0,00%	9	5	55,56%
ADVEO GROUP INTERNATIONAL, S.A.	9	1	11,11%	1	0	0,00%	4	0	0,00%	4	1	25,00%	0	0	0,00%	14	1	7,14%
AMPER, S.A.	5	0	0,00%	1	0	0,00%	1	0	0,00%	2	0	0,00%	1	0	0,00%	3	0	0,00%
AUDAX RENOVABLES, S.A.	7	0	0,00%	0	0	0,00%	5	0	0,00%	2	0	0,00%	0	0	0,00%	2	1	50,00%
AYCO GRUPO INMOBILIARIO, S.A.	6	1	16,67%	1	0	0,00%	2	0	0,00%	1	0	0,00%	2	1	50,00%	1	0	0,00%
AZKOYEN, S.A.	8	1	12,50%	0	0	0,00%	4	0	0,00%	4	1	25,00%	0	0	0,00%	9	0	0,00%
BARON DE LEY, S.A.	8	1	12,50%	3	0	0,00%	1	1	100,00%	3	0	0,00%	1	0	0,00%	8	1	12,50%
BIOSEARCH, S.A.	5	1	20,00%	0	0	0,00%	3	0	0,00%	2	1	50,00%	0	0	0,00%	9	4	44,44%
BODEGAS BILBAINAS, S.A.	5	1	20,00%	2	0	0,00%	0	0	0,00%	2	1	50,00%	1	0	0,00%	0	0	0,00%
BODEGAS RIOJANAS, S.A.	10	2	20,00%	1	0	0,00%	5	2	40,00%	3	0	0,00%	1	0	0,00%	0	0	0,00%
CARTERA INDUSTRIAL REA, S.A.	16	4	25,00%	0	0	0,00%	12	3	25,00%	2	1	50,00%	2	0	0,00%	0	0	0,00%
CLINICA BAVIERA, S.A.	7	1	14,29%	1	0	0,00%	4	1	25,00%	2	0	0,00%	0	0	0,00%	1	0	0,00%
CODERE, S.A.	9	0	0,00%	2	0	0,00%	4	0	0,00%	2	0	0,00%	1	0	0,00%	14	0	0,00%
COMPANIA ESPAÑOLA DE VIVIENDAS EN ALQUILER, S.A.	7	2	28,57%	0	0	0,00%	4	0	0,00%	2	1	50,00%	1	1	100,00%	3	0	0,00%
COMPANIA LEVANTINA DE EDIFICACION Y OBRAS PUBLICAS, S.A.	5	1	20,00%	1	0	0,00%	3	0	0,00%	1	1	100,00%	0	0	0,00%	3	1	33,33%
CORPORACION EMPRESARIAL DE MATERIALES DE CONSTRUCCION, S.A.	4	0	0,00%	2	0	0,00%	1	0	0,00%	1	0	0,00%	0	0	0,00%	3	1	33,33%
DEOLEO, S.A.	12	0	0,00%	1	0	0,00%	9	0	0,00%	2	0	0,00%	0	0	0,00%	15	3	20,00%
DESARROLLOS ESPECIALES DE SISTEMAS DE ANCLAJES, S.A.	12	0	0,00%	1	0	0,00%	6	0	0,00%	5	0	0,00%	0	0	0,00%	2	1	50,00%
DURO FELGUERA, S.A.	8	2	25,00%	1	0	0,00%	4	1	25,00%	3	1	33,33%	0	0	0,00%	10	0	0,00%
ECOLUMBER, S.A.	12	2	16,67%	1	0	0,00%	7	1	14,29%	3	0	0,00%	1	1	100,00%	4	0	0,00%
ERCROS, S.A.	5	2	40,00%	1	0	0,00%	0	0	0,00%	2	2	100,00%	2	0	0,00%	3	0	0,00%
FINANZAS E INVERSIONES VALENCIANAS, S.A.	4	1	25,00%	0	0	0,00%	1	1	100,00%	3	0	0,00%	0	0	0,00%	0	0	0,00%
FUNESPAÑA, S.A.	6	2	33,33%	1	0	0,00%	3	1	33,33%	2	1	50,00%	0	0	0,00%	0	0	0,00%
GENERAL DE ALQUILER DE MAQUINARIA, S.A.	7	0	0,00%	1	0	0,00%	4	0	0,00%	2	0	0,00%	0	0	0,00%	8	1	12,50%
GRUPO EMPRESARIAL SAN JOSE, S.A.	11	1	9,09%	3	0	0,00%	1	0	0,00%	6	1	16,67%	1	0	0,00%	10	0	0,00%
GRUPO EZENTIS, S.A.	7	4	57,14%	1	0	0,00%	1	1	100,00%	5	3	60,00%	0	0	0,00%	5	0	0,00%
IBERPAPEL GESTION, S.A.	8	1	12,50%	1	0	0,00%	1	0	0,00%	6	1	16,67%	0	0	0,00%	8	0	0,00%
INMOBILIARIA DEL SUR, S.A.	15	0	0,00%	1	0	0,00%	11	0	0,00%	3	0	0,00%	0	0	0,00%	1	0	0,00%
INYPISA INFORMES Y PROYECTOS, S.A.	7	2	28,57%	0	0	0,00%	3	1	33,33%	2	1	50,00%	2	0	0,00%	4	0	0,00%
LABORATORIO REIG JOFRE, S.A.	8	2	25,00%	2	0	0,00%	1	1	100,00%	5	1	20,00%	0	0	0,00%	4	1	25,00%
LIBERTAS 7, S.A.	7	2	28,57%	1	1	100,00%	3	1	33,33%	3	0	0,00%	0	0	0,00%	4	1	25,00%
LINGOTES ESPECIALES, S.A.	9	1	11,11%	3	0	0,00%	1	0	0,00%	2	1	50,00%	3	0	0,00%	9	1	11,11%
LIWE ESPAÑOLA, S.A.	6	0	0,00%	3	0	0,00%	1	0	0,00%	2	0	0,00%	0	0	0,00%	2	0	0,00%
MINERALES Y PRODUCTOS DERIVADOS, S.A.	8	2	25,00%	1	0	0,00%	5	1	20,00%	2	1	50,00%	0	0	0,00%	0	0	0,00%
MOBILIARIA MONESA, S.A.	8	0	0,00%	0	0	0,00%	6	0	0,00%	2	0	0,00%	0	0	0,00%	0	0	0,00%
MONTEBALITO, S.A.	6	1	16,67%	1	0	0,00%	2	1	50,00%	2	0	0,00%	1	0	0,00%	0	0	0,00%
NATRA, S.A.	7	2	28,57%	0	0	0,00%	1	0	0,00%	4	2	50,00%	2	0	0,00%	5	0	0,00%
NATURHOUSE HEALTH, S.A.	7	1	14,29%	3	1	33,33%	1	0	0,00%	3	0	0,00%	0	0	0,00%	8	0	0,00%
NICOLAS CORREA, S.A.	8	3	37,50%	2	1	50,00%	2	1	50,00%	2	0	0,00%	2	1	50,00%	0	0	0,00%
NUEVA EXPRESION TEXTIL, S.A.	5	0	0,00%	1	0	0,00%	2	0	0,00%	2	0	0,00%	0	0	0,00%	0	0	0,00%
NYESA VALORES CORPORACION, S.A.	7	1	14,29%	2	0	0,00%	1	0	0,00%	4	1	25,00%	0	0	0,00%	0	0	0,00%
ORYZON GENOMICS, S.A.	9	2	22,22%	2	1	50,00%	4	0	0,00%	3	1	33,33%	0	0	0,00%	0	0	0,00%
PESCANOVA, S.A.	4	0	0,00%	0	0	0,00%	0	0	0,00%	4	0	0,00%	0	0	0,00%	3	0	0,00%
PRIM, S.A.	6	1	16,67%	2	0	0,00%	0	0	0,00%	3	1	33,33%	1	0	0,00%	2	1	50,00%
PROMOTORA DE INFORMACIONES, S.A.	14	1	7,14%	3	0	0,00%	4	0	0,00%	6	1	16,67%	1	0	0,00%	8	2	25,00%
QUABIT INMOBILIARIA, S.A.	4	1	25,00%	1	0	0,00%	1	0	0,00%	2	1	50,00%	0	0	0,00%	7	2	28,57%
RENTA 4 BANCO, S.A.	14	2	14,29%	4	0	0,00%	3	0	0,00%	5	2	40,00%	2	0	0,00%	1	0	0,00%
RENTA CORPORACION REAL ESTATE, S.A.	8	2	25,00%	2	0	0,00%	2	0	0,00%	3	1	33,33%	1	1	100,00%	1	0	0,00%
SAINT CROIX HOLDING IMMOBILIER, SOCIMI, S.A.	6	2	33,33%	1	0	0,00%	2	1	50,00%	2	1	50,00%	1	0	0,00%	0	0	0,00%
SERVICE POINT SOLUTIONS, S.A.	5	1	20,00%	1	0	0,00%	0	0	0,00%	3	0	0,00%	1	1	100,00%	1	0	0,00%
SNIACE, S.A.	7	1	14,29%	1	0	0,00%	1	0	0,00%	3	1	33,33%	2	0	0,00%	3	0	0,00%
SOLARIA ENERGIA Y MEDIOAMBIENTE, S.A.	5	0	0,00%	2	0	0,00%	1	0	0,00%	2	0	0,00%	0	0	0,00%	4	0	0,00%
TELEPIZZA GROUP, S.A.	8	0	0,00%	1	0	0,00%	2	0	0,00%	4	0	0,00%	1	0	0,00%	9	2	22,22%
TR HOTEL JARDIN DEL MAR, S.A.	5	2	40,00%	1	0	0,00%	2	0	0,00%	2	2	100,00%	0	0	0,00%	0	0	0,00%
TUBACEX, S.A.	11	2	18,18%	1	0	0,00%	1	0	0,00%	7	2	28,57%	2	0	0,00%	12	0	0,00%
TUBOS REUNIDOS, S.A.	10	2	20,00%	1	0	0,00%	6	1	16,67%	3	1	33,33%	0	0	0,00%	10	2	20,00%
UNION CATALANA DE VALORES, S.A.	7	1	14,29%	1	0	0,00%	4	1	25,00%	2	0	0,00%	0	0	0,00%	0	0	0,00%
URBAR INGENIEROS, S.A.	5	0	0,00%	0	0	0,00%	3	0	0,00%	2	0	0,00%	0	0	0,00%	3	0	0,00%

**WOMEN PRESENCE IN THE BOARD OF DIRECTORS AND KEY EXECUTIVE POSITIONS IN LISTED ENTITIES**

Companies with market capitalisation below €500 million

Year 2017

Name	Total board members	Number of women board members	% women board members	Total number of executive board members	Number of women executive board members	% women over total executive board members	Total number of proprietary board members	Number of women proprietary board members	% women over total proprietary board members	Total number of independent board members	Number of women independent board members	% women over total independent board members	Total number of other external board members	Number of women other external board members	% women over total other external board members	Number of key executives no members of the board	Number of women key executives no members of the board	% total women key executives no members of the board
URBAS GRUPO FINANCIERO, S.A.	5	0	0,00%	2	0	0,00%	0	0	0,00%	3	0	0,00%	0	0	0,00%	3	1	33,33%
VERTICE TRESCIENTOS SESENTA GRADOS, S.A.	5	1	20,00%	1	0	0,00%	1	0	0,00%	3	1	33,33%	0	0	0,00%	0	0	0,00%
VOCENTO, S.A.	12	1	8,33%	1	0	0,00%	6	1	16,67%	5	0	0,00%	0	0	0,00%	9	2	22,22%
<b>TOTAL</b>	<b>475</b>	<b>74</b>	<b>15,58%</b>	<b>78</b>	<b>5</b>	<b>6,41%</b>	<b>174</b>	<b>23</b>	<b>13,22%</b>	<b>187</b>	<b>40</b>	<b>21,39%</b>	<b>36</b>	<b>6</b>	<b>16,67%</b>	<b>262</b>	<b>34</b>	<b>12,98%</b>